

## EMPLOYMENT RELATIONS COMMISSION

Budget Summary							
Fund	2014-15 Base Year Doubled	2015-17 Governor	2015-17 Jt. Finance	2015-17 Legislature	2015-17 Act 55	Act 55 Change Over Base Year Doubled	
						Amount	Percent
GPR	\$2,803,200	\$2,765,100	\$2,765,100	\$2,765,100	\$2,765,100	- \$38,100	- 1.4%
PR	<u>206,600</u>	<u>306,600</u>	<u>306,600</u>	<u>306,600</u>	<u>306,600</u>	<u>100,000</u>	48.4
TOTAL	\$3,009,800	\$3,071,700	\$3,071,700	\$3,071,700	\$3,071,700	\$61,900	2.1%

FTE Position Summary						
Fund	2014-15 Base	2016-17 Governor	2016-17 Jt. Finance	2016-17 Legislature	2016-17 Act 55	Act 55 Change Over 2014-15 Base
GPR	9.01	9.01	9.01	9.01	9.01	0.00

### Budget Change Items

#### 1. STANDARD BUDGET ADJUSTMENTS

GPR	- \$38,100
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**Governor/Legislature:** Provide adjustments to the base budget totaling -\$20,100 in 2015-16 and -\$18,000 in 2016-17. Adjustments are for: (a) removal of noncontinuing elements from the base (-\$20,000 annually in one-time financing); (b) full funding of continuing position salaries and fringe benefits (-\$56,400 annually); and (c) full funding of lease and directed moves costs (\$56,300 in 2015-16, and \$58,400 in 2016-17).

#### 2. COURT REPORTER AND TRANSCRIPT FEES

PR	\$100,000
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**Governor/Legislature:** Provide \$50,000 annually to the Commission's PR annual fees, collective bargaining training, publications, and appeals appropriation to address the costs of court reporter fees and transcript production fees for state civil service appeal discharge hearings. The Commission estimates that it will hold 30 such hearings each year resulting in approximately \$6,000 in court reporter fees and \$45,000 in transcript fees.

### 3. PROGRAM REVENUE LAPSE [LFB Paper 275]

	Governor (Chg. to Base)	Jt. Finance/Leg. (Chg. to Gov)	Net Change
GPR-REV	\$614,500	- \$84,000	\$530,500

**Governor:** Provide that at the end of the fiscal year any unencumbered balance in the Commission's PR annual fees, collective bargaining training, publications, and appeals appropriation that exceeds 10% of the expenditures from the appropriation in the fiscal year be lapsed to the general fund. Under the bill, it is estimated that lapses from the appropriation to the general fund would equal \$517,800 in 2015-16 and \$96,700 in 2016-17.

The affected appropriation is utilized by the Commission to address costs related to the performance of fact-finding, mediation, certification of collective bargaining representation, and arbitration functions, as well as for the costs of operating training programs, conducting appeals, and the preparation of publications, transcripts, reports, and other copied material. Fees assessed by the Commission to offset the costs of carrying out its responsibilities, as well as training program and publication sale revenue, are deposited to this appropriation. Under current law, any unencumbered balance in the appropriation at the end of the fiscal year remains in the appropriation, is available for future authorized expenditures, and does not lapse to the general fund.

**Joint Finance/Legislature:** Provide that the lapse requirement apply for the 2015-17 biennium only. Based on a reestimate of expenditures from and revenue to the PR annual fees appropriation, decrease estimated GPR-REV by \$59,000 in 2015-16, and by \$25,000 in 2016-17.

[Act 55 Section: 9213(1v)]

### 4. GENERAL EMPLOYEE LABOR UNION RECOGNITION ELECTIONS

**Joint Finance/Legislature:** Provide that state and local general employee unions seeking initial recognition to represent a collective bargaining unit would have to receive at least 51% of the votes of all of the employees in the collective bargaining unit in order to be initially certified to represent the collective bargaining unit.

Under current law, a general employee union already authorized to represent a collective bargaining unit must receive at least 51% of the votes of all of the general employees in the collective bargaining unit in order to be recertified to represent the collective bargaining unit for an additional year. General employee unions must win a recertification election every year in order to continue to be authorized to represent the collective bargaining unit. However, under current law, if a collective bargaining unit has been unrepresented, a general employee union must only win a majority of votes cast at the election in order to be initially recognized or certified to represent the collective bargaining unit.

[Act 55 Sections: 3138g, 3161r, 3162t thru 3162v, and 9352(1j)]

## **5. HIGH-DEDUCTIBLE HEALTH PLAN ALTERNATIVE FOR LOCAL PROTECTIVE SERVICE EMPLOYEES**

**Joint Finance:** Specify that if a local governmental unit offers health care insurance to employees who are police officers, fire fighters, or emergency medical technicians, the local governmental unit must also offer to the employees who are police officers, fire fighters, or emergency medical technicians, a high-deductible health plan (HDHP) that has identical design features to the HDHP offered to state employees.

**Senate/Legislature:** Modify the provision to only apply to a first-class city, instead of applying to any local governmental unit.

**Veto by Governor [C-38]:** Delete the requirement that the offered HDHP must have identical design features to the HDHP offered to state employees.

[Act 55 Section: 1952c]

[Act 55 Vetoed Section: 1952c]